



2009

## FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING REPORT

**COMPANY:** Hanesbrands, SanMar Corporation

**COUNTRY:** Honduras

**FACTORY CODE:** 720229453H

**MONITOR:** Accordia Global Compliance

**AUDIT DATE:** December 15, 2009

**PRODUCTS:** T-Shirts, Fleece, Zipper Hoods, Bottoms

**PROCESSES:** Sewing

**NUMBER OF WORKERS:** 2019



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### Freedom of Association: Grievance Procedure

FOA.26 Employer shall have in place written grievance procedures that allow first an attempt to settle grievances directly between the worker and the immediate supervisor but that, where this is inappropriate or has failed, it is possible for the worker to have the grievance considered at one or more steps, depending on the nature of the grievance and the structure and size of the enterprise. Employers shall ensure that the grievance procedures and applicable rules are known to workers. (P)

#### Noncompliance

**Explanation:** There is no documented grievance procedure in place.

**Plan Of Action:** Our grievance procedure is covered through our Global Business Practices and our open door policy.

**Deadline Date:**

**Supplier CAP:** Our grievance procedure is covered through our Global Business Practices and our open door policy.

**Supplier CAP Date:**

**Action Taken:** No further actions were necessary.

**Plan Complete:** Yes

**Plan Complete Date:**

**Code Awareness:**

GEN.1 Establish and articulate clear, written workplace standards. Formally convey those standards to Company factories as well as to licensees, contractors and suppliers.

**Noncompliance**

**Explanation:** SanMar has not provided [factory] with written Workplace Standards.

**Plan Of Action:** As SanMar is purchasing goods from another Participating Company (Hanesbrands), SanMar relies on Hanesbrands to provide [factory name] with written Workplace Standards meeting or exceeding FLA standards. SanMar has confirmed with Hanesbrands that this procedure is in place and has agreed with the FLA staff that duplication in meeting this requirement is not necessary.

**Deadline Date:**

**Supplier CAP:** Factory shared SanMar a copy of the Global Business Practices.

**Supplier CAP Date:**

**Action Taken:** No further actions were necessary.

**Plan Complete:** Yes

**Plan Complete Date:**

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**Code Awareness:**

GEN.2 Ensure that all Company factories as well as contractors and suppliers inform their employees about the workplace standards orally and through the posting of standards in a prominent place (in the local languages spoken by employees and managers) and undertake other efforts to educate employees about the standards on a regular basis.

**Noncompliance**

**Explanation:** SanMar has not informed employees at [factory name] about their Workplace Standards.

**Plan Of Action:** As SanMar is purchasing goods from another Participating Company (Hanesbrands), SanMar relies on Hanesbrands to provide [factory name] with written Workplace Standards and to ensure that factory employees are appropriately informed and educated about these standards. SanMar has confirmed with Hanesbrands that this procedure is in place and has agreed with the FLA staff that duplication in meeting this requirement is not necessary.

**Deadline Date:**

**Supplier CAP:** All employees are trained on our Global Business practices.

**Supplier CAP Date:**

**Action Taken:** No further actions were necessary.

**Plan Complete:** Yes

**Plan Complete Date:**

**Code Awareness:**

GEN.3 Develop a secure communications channel, in a manner appropriate to the culture and situation, to enable Company employees and employees of contractors and suppliers to report to the Company on noncompliance with the workplace standards, with security that they shall not be punished or prejudiced for doing so.

**Noncompliance**

**Explanation:** SanMar has not developed a secure communication channel that allows employees at the facility to report noncompliances to the Workplace Standards.

**Plan Of Action:** As SanMar is purchasing goods from another Participating Company (Hanesbrands), SanMar relies on Hanesbrands to ensure that a secure communication channel is in place to allow employees at the facility to report any issues of noncompliance. SanMar further requires Hanesbrands to notify SanMar should any significant issues be communicated by employees at the facility. SanMar has confirmed with Hanesbrands that this procedure is in place and has agreed with the FLA staff that duplication in meeting this requirement is not necessary.

**Deadline Date:**

**Supplier CAP:** SanMar has confirmed with Hanesbrands that this procedure is in place and has agreed with the FLA staff that duplication in meeting this requirement is not necessary.

**Supplier CAP Date:**

**Action Taken:** No further actions were necessary.

**Plan Complete:** Yes

**Plan Complete Date:**

## Health and Safety: Evacuation Requirements and Procedure

H&S.9 All applicable legally required or recommended elements of safe evacuation (such as posting of evacuation plans, the installation and maintenance of an employee alarm and emergency lighting systems, ensuring aisles/exits are not blocked and that workers are not blocked within their workstations, employee education, evacuation procedures, etc.) shall be complied with. Workers shall be trained in evacuation procedures. Alarm systems shall be regularly tested and evacuation drills shall be undertaken at least annually. (S)

### Noncompliance

**Explanation:** 1. 3 of 4 evacuation maps posted in building 54 found not to reflect actual layout of the facility (orientation of evacuation maps) – H&S Regulations Chapter 17 Art. 201

\* On December 16, 2009 Facility forwarded to monitors corrections made to the evacuation maps.

2. Facility has only conducted 1 fire drill in 2009. Regulations require 2 fire drills to be conducted during the year. Facility was closing for the holidays 3 days after the audit. - Health and Safety Regulations Chapter 17 Art. 221

\* On December 16, 2009 Facility forwarded to monitors evidence that a 2nd fire drill was conducted the day after the audit.

**Plan Of Action:** 1. As part of our recently implemented Global Safety Management System a revision and update on evacuation maps is mandatory every 2 years or when the layout is changed and will be sent to the Fire Department for approval. Safety coordinator will ensure changes are made when needed.

2. HBI emergency awareness policy requires that plants perform at least 2 fire drills a year also in accordance to article 221 of the Health and Safety Regulations. Safety coordinator is responsible for scheduling the fire drills.

**Deadline Date:**

**Supplier CAP:** 1. As part of our recently implemented Global Safety Management System a revision and update on evacuation maps is mandatory every 2 years or when the layout is changed and will be sent to the Fire Department for approval. Safety coordinator will ensure changes are made when needed.

2. HBI emergency awareness policies requires that plants perform at least 2 fire drills a year also in accordance to article 221 of the Health and Safety Regulations. Safety coordinator is responsible for scheduling the fire drills.

**Supplier CAP**

**Date:**

1. Evacuation maps were corrected and posted inside the plant on December 16, 2009

**Action**

**Taken:**

2. On December 16, 2009 a fire drill was performed at [factory name] with supervision of the local Fire Department. The safety department has scheduled 2 fire drills for the year 2010.

**Plan**

**Complete:**

Yes

**Plan**

**Complete**

**Date:**

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